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ABSTRACT

An annotated bibliography cites 243 journal articles published on the subject of women in librarianship during the period 1920-75. (DS)

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WOMEN IN LIBRARIANSHIP, 1920-1975

Margaret Myers & Betty Carol Sollen, Comps.

BIBLIOGRAPHY

Best, M.S. "Women and librarianship." Library Association Record 23:399-409 Dec. 15, 1921
Author feels that women can bring virtues of sympathy, courtesy, reliability to library work, but their outlook is limited.

Sanders, S.H. "Letter on the preponderance of women in the American library profession." Wilson Bulletin for Librarians 8:230-1 Dec. 1933
Author deplores preponderance of women librarians since he feels they have a less comprehensive grasp of literature.

"Should the preponderance of women in the American library profession be considered an evil?" Wilson Bulletin for Librarians 8:403-7 Mar. 1934
Reply to Sanders' letter, which compliments organizing skill and social grace of female librarians.

"Tribute to Cleveland and its feminine staff." ALA Bulletin 32:203 Mar. 1938
Praise for high degree of "conscientiousness, special training and professional competence" of staff.

"Weaker sex?" Library Journal 63:232 Mar. 15, 1938
Editorial regarding scarcity of qualified candidates for administrative posts.

"In reply to 'The Weaker Sex?'" Library Journal 63:294-6 Apr. 15, 1938
Group of letters commenting on editorial listed above.

Shilling, M.W. "Women in librarianship." South African Libraries 5:186-90 Apr. 1938

Hunt, M.L. "Men vs. women." Library Journal 63:342 May 1, 1938
Author feels women should work for their own advancement; that utmost concern of both men and women should be for the betterment of the profession.

Savord, R. "Men vs. women." Library Journal 63:342-3 May 1, 1938
Blames both men and women for sex discrimination in jobs.

Taber, F.T. "Men vs. women." Library Journal 63:343 May 1, 1938
States that sex-discrimination evil exists long before library board chooses its man.

Lightfoot, R.M. "Further discussion." Library Journal 63:438 June 1, 1938
Points out that men are more represented in administration in all professions; claims prejudice exists towards male librarian's image.

"Status of married women." ALA Bulletin 32:402 June 1938
Survey of 70 libraries to determine attitude toward hiring and promoting married women; majority reported placements were according to ability and educational qualifications.

Banning, Mrs. M.C. "Women as administrators." Library Journal 63:569 Aug. 1938
Author regrets that sex should influence administrative choice but thinks militant feminist attitude toward condition equally bad.

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Alvarez, R.S. "Women's place in librarianship." Wilson Bulletin for Librarians 13:175-8 Nov. 1938
Supports position that women hold majority of library administrative positions.

Munthe, W. "Librarianship - a feminine vocation?" In his American Librarianship from a European Angle pp. 155-60, Chicago: ALA. 1939
Random thoughts on the overfeminization of the profession, reflecting many points of view generally true for the 1930's.

Kaiser, W.H. "War between the sexes." Wilson Bulletin for Librarians 13:336 Jan. 1939
Reply to Alvarez article; author feels that women do not have equal chance for advancement.

Stokes,K.M. "War ing - soft shoulders." Wilson Bulletin for Librarians 13:470-1 Mar. 1939
Warns women not to expect soft treatment because they are women; they must be librarians first in order to get equality.

Cowper, R.S. "Not in our stars." Library Association Record 42:166-7 June 1940
Discusses previous articles on status of women; urges women to demand equal pay for equal work, etc.

Liddle, H. "Resigned on marriage." Library Assistant 34:67-8 Apr. 1941
States that women do not become unfit for work when married, so they should not be forced to resign.

Matthews, Mrs. R.E.S. "Married women librarians." Library Journal 66:650-1 Aug. 1941
Discusses how married women suffer much more discrimination than single women in all fields.

"Letter to the editor." Library World 46:84 Dec. 1943
An opinion that women are being held in lower positions by men supervisors.

Library Association. "Royal Commission on Equal Pay." Library Association Record 48:56-7 Mar. 1946
States that men and women should be given equal pay for equal jobs; wants to avoid having profession dominated by one sex.

Enser, A.G.S. "Shall the misses be masters?" Library Association Record 50:124-5 May 1948
Series of statistics presented showing preponderance of women in profession, which author feels is detrimental.

Munn, R. "It's a mistake to recruit men." Library Journal 74:1639-40 Nov. 1, 1949
Author feels men will secure more attractive positions because governing bodies prefer men.

Oboler, E.M. "Men librarians." Library Journal 75:66,98 Jan. 15, 1950
Claims that men make better administrators than women because of various physiological and psychological reasons.

Banister, J.R. "Just how right is Mr. Munn?" Library Journal 75:141-2,155 Feb. 1, 1950
Library boards pay a woman less than a man for doing same job.

McDonough, E. "Men librarians." Library Journal 75:422,478 Mar. 15,1950
Argues that delimitation of field into "women's work" and "men's work" is unfortunate, causing suspicion and mistrust.

Heathcote, L.M. "Men librarians." Library Journal 75:518,520 Apr.1, 1950
Claims that women resent inferior type of man entering profession, not men as such.

Enser, A.G.S. "Figures and facts." Library Association Record 53:14-15 Jan. 1951
Statistics showing how many women as compared to men are in the British Library Association and in ALA.

Hintz, C.W. "Personnel administration-discrimination, despotism, democracy." PNLA Quarterly 16:15-22 Oct. 1951
Out of 129 respondents, 65.1% feel discrimination exists against females.

Vivian, M.E. "Discrimination against women in the professions; a survey of recent literature." PNLA Quarterly 16:83-9 Jan. 1952
Mentions research done on discrimination towards women, followed by bibliography on status of women in professions.

Bryan, A.I. The Public Librarian: A Report of the Public Library Inquiry. New York: Columbia University Press,1952. 474 pp.
Includes discussion of separate male and female economic and promotional patterns, with women at top in smaller libraries and men at top in larger libraries with higher salaries.

Wilden-Hart,M. "Women in librarianship." Assistant Librarian 49:78-80 May 1956
Author feels women's inherent faults cause them to be passed over for many awards and opportunities.

Lightfoot, R.M.,Jr. "In defense of nepotism." Library Journal 82:1610-16 June 15, 1957
Urges that each applicant be considered solely on basis of merit.

Hamilton, W.J. "American librarianship: some women." Library Review 124:238-47 Winter 1957
Discusses women who he believes were outstanding librarians.

Holt, E.C. "Study of Western Reserve University Library School Graduates, 1934-1953." Master's thesis, Western Reserve University, 1957, 29 pp.

Harvey,J.F. "Variety in the experience of chief librarians." College and Research Libraries 19:107-10 Mar. 1958
Study shows higher percentage of male heads with greater variety of experience; married males considered most mobile, single females least mobile.

"Fie, if thy name be woman!" Library Journal 84:556 Feb. 15, 1959
Report of Who's Who of American Women where editors found only a small number of librarians included.

Paulus, M. "Why lady librarians don't get into Who's Who!" Library Journal 84:1166 Apr. 15, 1959
Contends most librarians were probably too busy to bother to fill in the questionnaire about who they are and how good they are.

Stone, L.H. "Visit to another world." Library Journal 84:1350 May 1, 1959
Asserts that few women will gain wholehearted knowledge of mankind and manners which characterizes a useful librarian.

Colton, G.A. "Women administrators." Library Journal 84:1712 June 1, 1959.
Argument over who make better administrators fruitless, because this is individual difference and few are good in all areas.

Harvey, J.F. "Apply, if thy name be woman." Library Journal 84:1712-13 June 1, 1959
Defends 1957 study The Librarian's Career; considered women candidates for every vacancy he has had.

Haslam, D.D. "Why more men librarians in Britain?" Library Journal 84:3084-5 Oct. 15, 1959
Indicates normal practice until after World War II was to have a woman resign after marriage.

Elliott, L.R. "Salute to the vanguard." Texas Library Journal 36:7-10 Mar. 1960
Praises seven women who did solid professional work in the early 1900's in Texas libraries.

Simsova, Mrs. S. "Married women in libraries." Assistant Librarian 54:130-2 July 1961
Author feels women should not sacrifice personal lives for profession by not marrying.

Harvey, J.F. "Advancement in the library profession." Wilson Library Bulletin 36:144-7 Oct. 1961
Study shows males in 92% of high-level positions in large academic libraries and 66% in public libraries.

Joyce, C. "Suppliant maidens." Library Journal 86:4246-9 Dec. 15, 1961
Contends women's work is necessary but not to be taken seriously.

Schultz, S. "Remarks on women in theological librarianship: a panel on professional library personnel." In American Theological Library Association, Summary of Proceedings, pp. 100-10, Washington, D.C. 1961
Equality hampered because women are barred from ordination,which is required for faculty status.

Erlich, M. "Man-to-man talk." Library Journal 87:356,358 Feb. 1, 1962
Author thinks women have the right to be disgusted with male leadership in profession.

Goodfleisch, R. "More from Mineola." Library Journal 87:358 Feb. 1, 1962
Author wonders why men are entering librarianship and scooping up the best opportunities and salaries when field is so limited.

"Survey to be made of part-time jobs for women." Library Journal 87:4406-7 Dec. 1, 1962
Announces N.Y.C. study to find opportunities for part-time jobs.

Parrott, S. "Analysis of the Biographies of Librarians Listed in Who's Who of American Women, 1958-59." Master's thesis, Atlanta University, 1962,44 pp.

"Cheesecake and charter." Liaison 38 June 1963
Claims that the physical attributes of women librarians are increasingly noticed and publicized.

Roberson, B.E. "Library trustees and library school directors: what are you looking for?" PNLA Quarterly 29:195-7 Apr. 1965
Library school graduate at age 50 offers her success story to prove older women are good potential source of help.

Shera, J.M. "A better class of mouse." Wilson Library Bulletin 39:677 Apr. 1965
Contends prestige of librarianship diminished during last century due to feminization of the profession.

Holden, M.Y. "The status of women librarians." Antiquarian Bookman 36:647-8 Aug. 23, 1965
Address at 1965 convention of National Women's Party

Moon, E.E. "Tokenism at the top? Women in minority." Library Journal 90:4019 Oct. 1, 1965
Editorial reacting to Holden's address, stating situation is not so simple.

Jordan, R.T. "In defense of women." Library Journal 90:5126 Dec. 1, 1965
Points out that the 74 Association of Research Libraries members have male directors.

Shera, J.H. "Kinder, kueche, und bibliotheken." Wilson Library Bulletin 40:365 Dec. 1965
Points out certain inherent dangers in experimental financial aid program to married women with families who are ready to return to study and work.

Gaines, E.J. "Library education and the talent shortage." Library Journal 91:1770-1 Apr. 1, 1966
Considers high proportion of women who withdraw from profession for motherhood not good for stable operations; that rapid personnel turnover inhibits solid, long-range programs.

Ward, P.L. Women and Librarianship: An Investigation into Certain Problems of Library Staffing. London: Library Association, 1966,59 pp.
Study considers female labor force and suggests ways of re-entering profession after break for marriage and family.

"Hiring of married librarians recommended in British study." Library Journal 91:20-23 Apr. 15, 1966
News item summarizing Ward study.

"Married women who are also chartered librarians." Library World 67:334 May 1966
Ward report welcomed because married women librarians have deplored lack of opportunity to obtain employment.

Cronin, A. "The second career." Drexel Library Quarterly 2:339-44 Oct. 1966
Urges library profession to do more to recognize potential of group who want to re-enter field and make adjustments accordingly.

"Equal pay in the public library of South Australia." Australian Library Journal 15:191 Oct. 1966
Government implements five-year scheme to equate salaries.

Drennan, H.T., and Darling, R.L. "The public librarian." In Library Manpower: Occupational Characteristics of Public and School Librarians, pp. 1-14, Washington, D.C.: Government Printing Office, 1966
Median annual earnings 23.6% lower for women than men in 1961.

Blankenship, W.C. "Head librarians: how many men? How many women?" College and Research Libraries 28:41-8 Jan. 1967
A survey of administrators in 660 colleges.

"A study of 1967 annual salaries of members of the Special Library Association." Special Libraries 58:217-54 Apr. 1967
Most analyses not divided by sex, but mobility profile shows men more able to move for better positions than women.

Ginzberg, E. and Brown, C. Manpower for Library Services. Columbia Univ., Conservation of Human Resources Project, Sept. 1967.
Assessment of librarian resources in 1960's; gives some opinions on implications for field because of high proportion of women.

Brisley, M.A. "Cornelia Marvin Pierce: Pioneer in Library Extension." Master's thesis, University of Chicago, 1967, 80 pp.

Wells, S.B. "Feminization of the American Library Profession, 1876 to 1923." Master's thesis, University of Chicago, 1967, 105 pp.

Hooper, J. "Half a librarian is better than none . . ." Canadian Librarian 24:338-40 Jan. 1968
Advocates part-time employment, particularly for women with family who want to stay in profession.

Ormsby, A. "For want of a year." Assistant Librarian 61:91 Apr. 1968
British married librarian who must stop working regrets that her experience will not count when she returns later.

Ladenson, A. "Fair Labor Standards Act as applied to libraries." ALA Bulletin 62:389-401 Apr. 1968
Prohibition of employers from discriminating on basis of sex in payment of wages for equal work.

Seymour, G.M. "Part-time posts for married women." Library Association Record 70:134 May 1968
Laments lack of work for part-time librarians.

"Comment." Assistant Librarian 61:148-9 July 1968
Letters stating cases where married women aren't allowed part-time work to qualify them as chartered librarians in Britain.

Bradley, G. "Comment." Library Association Record 70:186-7 July 1968
Argues against part-time employment; claims it is not efficient library practice.

"Comment." Library Association Record 70:213 Aug. 1968
More letters regarding library profession as possible place for part-time work, but suggesting that this is difficult to obtain.

Porter, D.M. "Married women and librarianship." Assistant Librarian 61:226-7 Oct. 1968
Outlines four problems deterring married women from returning to a full or part-time job in the profession.

Bradley, B.W. "A Study of the Characteristics, Qualifications and Succession Patterns of Heads of Large U.S. Academic and Public Libraries." Master's thesis, University of Texas, 1968
Survey of 50 largest public libraries showed 86% headed by males; all of 50 largest academic libraries with male heads.

Reynolds, A.L.,and King, C. "Why not partnership librarians?" Bay State Librarian 58:3-4 Feb. 1969
Proposal for administrators to consider two part-time employees to fill one full-time position, particularly for women who wish to remain in field but have small children.

"Women in professional library work." New Zealand Libraries 32:4-31 Feb.1969
Four sections dealing with N.Z. survey, a discussion on married women returning to work, and need for part-time work as a step in their careers.

Reamer, P. "Consider the wife as librarian." ALA Bulletin 63:309 Mar. 1969
Letter discussing difficulties of recruiting women for the profession and problem of lack of mobility of married women.

Schiller, A.R. "Academic librarians' salaries." College and Research Libraries 30:101-11 Mar. 1969
Results of a poll on salary of one out of every five academic librarians; men's salaries were higher than women's.

Schiller, A.R. "Widening sex gap." Library Journal 94:1098-2000 Mar. 15, 1969
Statistics supporting contention that women librarians likely to become increasingly disadvantaged in relation to men.

Sable, A.P. "The sexuality of the library profession: the male and female librarian." Wilson Library Bulletin 43:748-51 Apr. 1969
Deals with history of male dominance of profession and stereotype characteristics of male and female.

Marchant, M.P. "Faculty-librarian conflict." Library Journal 94:2886-9 Sept. 1, 1969
Argues that the faculty, predominately male, attributes inferior status to librarians, largely female,by transfer of status process: that upper reaches of library staff (male) tend to have faculty status while lower positions don't.

Ramsden, M. "Hanging together" (1969 presidential address) Assistant Librarian 62:158-64 Nov. 1969
Mentions that only 10% females make librarianship life-long career in Britain; consequently, males fill senior posts.

Barber, P. "Ladies in waiting." Synergy no. 24:22-25 Dec. 1969
Asks women to become aware, active, and questions why one is perpetuating inferiority complex by saying one would rather work under a man.

Morrison, P.D. The Career of the Academic Librarian: A Study of the Social Origins, Educational Attainments, Vocational Experience, and Personality Characteristics of a Group of American Academic Librarians. ACRL monograph no. 29. Chicago: ALA, 1969, 165 pp.
Among many items studied, there are some data classified by sex.

Reeling, P.A. "Undergraduate Female Students as Potential Recruits to the Library Profession." Ph.D thesis, Columbia University, 1969, 239 pp.
Study of effectiveness of library recruitment whose subjects happen to be women.

Schiller, A.R. Characteristics of Professional Personnel in College and University Libraries. Research series No. 16. Springfield: Illinois State Library, 1969, 118 pp.
A study of many items; of particular note, salaries of men and women show wider gap as experience increases.

Simpson, R.L., and Simpson, I.H. "Women and bureaucracy in the semi-professions." In Etzioni, A. ed. The Semi-Professions and Their Organization, pp. 196-265. New York: Free Press, 1969
Explores problem of career commitment among women; argues that family roles and expectation of discrimination reduce women's performance.

Stone, E.W. Factors Related to the Professional Development of Librarians. Metuchen, N.J.: Scarecrow Press, 1969, 281 pp.
Study includes 1956 and 1961 MLS graduates, with some background information for women in terms of education, experience, salary and need for continuing education.

Darter, P. "One point of view--born a woman." Assistant Librarian 63:42, 44 Mar. 1970
States that women are missing out in British library profession and need to go out and prove themselves.

Murphy, E.D. "Women and blacks: sexual discrimination in the library profession." Library Journal 95:959 Mar. 15,1970
Parallels between blacks' and women's struggle for equal opportunity.

Schiller, A.R. "The disadvantaged majority: women employed in libraries." American Libraries 1:345-9 Apr. 1970
Proposes actions by ALA to ameliorate situation of women who, though in majority, are disadvantaged.

Wetherby, P. "Librarianship: opportunity for women?" In 16 Reports on the Status of Professional Women. Pittsburgh: Know, Inc. Apr. 1970
Brief report presented to first conference of Professional Women's Caucus.

Detlefsen, E.G., and Schuman, P. "Overdue: women's liberation movement-I." Wilson Library Bulletin 44:962,964-982 May 1970
Surveys attitudes and stereotypes; indicates ways in which librarians can influence and change acculturated roles.

Hathaway, G.W. "Overdue: women's liberation movement-II." Wilson Library Bulletin 44:963,965 May 1970
Urges that women be given information and freedom in their options within and without the institution.

Freedman, J. "Liberated librarians: a look at the second sex in the library profession." Library Journal 95:1709-11 May 1, 1970
Surveys aspects of, and suggests possible solution to, the fact of male ascendancy in librarianship.

"Discrimination discussed." American Libraries 1:644-5 July 1970
Letters commenting on Schiller's article (Apr. 1970) with response by Schiller stating that action to overcome obstacles of inequality need not wait for comprehensive research.

Detlefsen, E.G. "Women's liberation meeting at the ALA conference." AB Bookman's Weekly 46:90 July 20-27, 1970
Describes beginning of task force on women.

Forsman, C. "Up against the stacks: task force on status of women in libraries," Synergy no. 25:9 July-Aug. 1970
Discusses issues of salary and promotion discrimination, under-representation of women in library education and administration of libraries, need for improved working conditions.

Schman, P. "Status of women in libraries: task force meets in Detroit." Library Journal 95:2635 Aug. 1970
Identifies areas of action needed; administrative guidelines, investigation of materials portraying women, discrimination clearinghouse, information services for women.

Carpenter, R.L., and Carpenter, P.A. "The doctorate in librarianship and an assessment of graduate library education." Journal of Education for Librarianship 11:3-45 Summer 1970
Among many items surveyed is one showing that salaries for men with doctorates are far better at each age level and for each type of position than for women.

"SLA salary survey: 1970." Special Libraries 61:333-48 July-Aug. 1970
Shows that in all categories of survey (job function, subject, highest academic degree) men's salaries clustered above overall mean and women's salaries clustered below mean.

"Team employment." Library Journal 95:2853 Sept. 15,1970
Letters in response to Freedman's article in May 1970 LJ.

Gilliam, B.H. "Housewife-librarian." Library Journal 95:3704-5 Nov. 1, 1970
Case of a mother on a part-time job; author laments lack of financial aid to part-time students.

Regnier, F.D. "Librarianship- a woman's profession?" University of Wisconsin Library News 15:11-13 Nov. 1970.

American Association of University Women. Campus 1970: Where Do Women Stand? Research Report of a Survey on Women in Academe, Washington, D.C.: Dec. 1970
Among many other topics in study, this survey shows women less likely to be head librarians in schools with enrollment over 10,000 and in public institutions; more likely in private schools or with enrollment under 1000.

Presthus, R. Technological Change and Occupational Responses. Washington, D.C. U.S. Department of Health, Education, Welfare. 1970 (ED 045 129)
States that avoidance of conflict, order, dependency are common among librarians; that these bureaucratic characteristics are aggravated by the uncertain careeer commitment common in female occupations.

American Library Association. Social Responsibilities Round Table. Task Force on Women. Newsletter Vo. 1-1970—
Reports projects of task force and gives general news of women's materials and activities - 4 to 6 issues a year.

Rothenberg, L., Rees, A.M., and Kronick,D.A. "An investigation of the educational needs of health sciences library manpower: IV. Characteristics of manpower in health sciences libraries." Bulletin of Medical Library Association 59:31-40 Jan. 1971
Shows male professionals in survey had highest rates of job and geographic mobility and salaries.

Maloney, R.A. "The 'average' director of a large public library." Library Journal 96:443-5 Feb. 1, 1971
Study of directors in 26 libraries in 1969, 1950, and 1930, with analyses of age, sex, training, etc., showing fewer number of women in top positions.

Hughes, M. "Sex-based discrimination in law libraries." Law Library Journal 64:13-22 Feb. 1971
Survey shows that male head librarians have higher salaries than women, that there is a concentration of males in large law school libraries and administration positions at younger age.

Carey, J.T. "Overdue: taking issue with the issues." Wilson Library Bulletin 45:593-4 Feb. 1971
Author feels lack of mobility and childbearing of married women do not advance careers but that their retarded careers cannot be blamed on prejudice.

"ALA salary survey: personal members." American Libraries 2:409-17 Apr. 1971
Discloses salary figures which indicate inequities between men and women.

Shaffer, K.R. "Decision making" Library Journal 96:1677-80 May 15, 1971
Includes case studies from his book - one deals with a mother whose family responsibilities conflict with working.

Gerhardt, L.N. "Melvil! Thou shouldst be living." Library Journal 96:2567 Sept. 1,1971
Editorial introducing issues of women in profession

Cassell, K.A. "The legal status of women." Library Journal 96:2600-3 Sept. 1, 1971
General discussion of federal laws against sex discrimination with some reference to the condition of librarians.

Lowenthal, H. "A healthy anger." Library Journal 96:2597-9 Sept. 1, 1971
Call to direct anger at situations which perpetuate inequalities between sexes in the profession.

Schuman, P., and Detlefsen, G. "Sisterhood is serious: an annotated bibliography." Library Journal 96:2587-94 Sept. 1, 1971
Contains 116 items covering women's movement, with plea that librarians recognize programming according to sex.

Tuttle, H.W. "Women in academic libraries." Library Journal 96:2594-6 Sept. 1, 1971
Urges women to believe in own potential and ability and then develop own career.

"Equal employment opportunity: affirmative action plans for libraries." American Libraries 2:977-83 Oct. 1971
Reviews federal legislation and gives suggestions for libraries to implement it; cites ALA resolution on equal opportunity for women.

"Women's lib reactions." Library Journal 96:3255 Oct. 15,1971
Letters in response to Sept.1 issue on women in profession.

"Affirmative action committee for women appointed at CU." Library Journal 96:3552-3 Nov. 1, 1971
University of California at Berkeley library staff charged to develop program to ensure women optimum employment and promotion.

Shepherd S. "Sic 'em II." American Libraries 2:1140-1 Dec. 1971
Letter citing leading female librarians in past; calls on women to educate themselves and not be content with subordinate jobs.

Schiller, A.R. "Aware: report on women in librarianship." American Libraries 2:1215-16 Dec. 1971
Review of women's representation in top positions shows rapid decline; also reports on affirmative action plans in academe.

Kronus, C.L., and Grimm, J.W. "Women in librarianship: the majority rules?" Protean 1:4-9 Dec. 1971
A study of the nature of employment and promotions in a woman's occupation.

"Of sex and administration." Protean 1:20-31 Dec. 1971
Six women library administrators give views on changing role of women.

Wood,M.S. "Sex discrimination: the question of 'valid grounds.'" Protean 1:32-40 Dec. 1971
Reviews literature on discrimination patterns in libraries.

"Making an issue of it." Protean 1:54-6 Dec. 1971
Summary after special issue; details positive action needed.

A Report on the Status of Women Employed in the Library of the University of California, Berkeley, with Recommendations for Affirmative Action. Berkeley, 1971, 58 pp. ($2.00 from University Council, Berkeley)
Documented account of women concentrated at lowest levels with diminishing opportunities for advancement; presents recommendations for changes in hiring, recruitment, training.

Women in the Library Profession: Leadership Roles and Contributions. Ann Arbor, University of Michigan School of Library Science, n.d.
Five papers presented at "Alumnus in Residence" program in 1971 (Martha Boaz, F. Bernice Field, Clara Jones, Mary Joe Lynch, Faith Murdoch)

DeWeese, L.C. "Status concerns and library professionalism." College and Research Libraries 33:31-8 Jan. 1972
Among many factors, sex didn't seem to account for differences in status concerns; however, marital status did.

Dunbar, G. "Discrimination in library schools." American Libraries 3:113-14 Feb. 1972
Argues that older women are not given entrance to library schools.

Auerbach, W. "Discrimination against women in the academic library." University of Wisconsin Library News 17:1-11 Feb. 1972
Includes data from survey of ratio of men to women directors of public vs. academic libraries; also statistics of sex imbalance in U. Wis. library.

Washington Library Association. SRRT Task Force on Status of Women and Associated Students of University of Washington Women's Commission. "University of Washington Libraries Discrimination Against Women: Preliminary Report." Seattle, Feb. 1972, 11 pp. (mimeographed)

University of Washington Libraries. Office of the Director. "Response to Preliminary Report on University of Washington Libraries' Alleged Discrimination Against Women." Seattle, Mar. 1972, 6 pp. (mimeographed)
Documents disparities in salaries and rank at one academic library and contains reply by director.

Rudy, M. "Women," Library Journal 97:738-9 Feb. 15, 1972
Outlines background of ALA/SRRT Task Force on Women and areas of concern, with a description of projects.

"UC affirmative action report scores sex and job bias." Library Journal 97:958 Mar. 15, 1972
Reviews University of California, at Berkeley Library report with evidence of discrimination and recommendations for change.

Schiller, A.R. "The origin of sexism in librarianship." American Libraries 3:427-8 Apr. 1972
Notion that libraries are peripheral institutions is not due to women but to distorted social condition and outlook; article includes summary of Berkeley Library report on status of women.

Bow, R. "Interrupted careers; the married woman as librarian." Ontario Library Review 56:76-78 June 1972
Claims that part-time work and more 9-to-5 jobs are needed for mothers so they can continue to climb career ladder and keep in touch with field during childbearing years.

Bayefsky, E. "Women and work: a selection of books and articles." Ontario Library Review 56:79-90 June 1972
Bibliography of general works on subject as well as short section on women in librarianship and new approaches to work patterns.

"The University of Washington Library and femlib." Wilson Library Bulletin 46:948 June 1972
Women's group charges that library discriminates against women in personnel practices; director maintains there is no policy of conscious discrimination.

"SRRT groups take action on women's rights issue." Library Journal 97:2136-7 June 15, 1972
Briefly explains national task-force roster and activities of Boston group.

Frarey, C.J., and Learmont, C.L. "Placements and salaries,1971: a modest employment showdown." Library Journal 97:2154-2159 June 15,1972
This annual survey of MLS graduates reports on preliminary investigation of sex discrimination in salaries and employment opportunities.

"Affirmative action program implemented at Berkeley." Library Journal 97:2326 July 1972
Mentions changes and corrective policies begun at University of California.

Pottinger, J.S. "The drive for employment equality." Protean 2:6-11 Summer 1972
Explains how HEW insures nondiscriminatory hiring practices and why affirmative action programs are necessary in some cases.

Little, C. "Librarianship: a female profession?" Michigan Librarian 38:10-11 Autumn 1972
Indicates how Michigan library situation reflects national scene with statistics on top administrative positions; pleads for women to re-examine own expectations.

"LC claims substantial gains on affirmative action front." Library Journal 97:3526-6 Nov. 1, 1972
Claims higher employment of women in GS grades 6 through 18 and hiring of more women attorneys.

Carpenter, R.L., and Shearer, K.D. "Sex and salary survey; selected statistics of large public libraries in the U.S. and Canada." Library Journal 97:3682-5 Nov. 15, 1972
Analysis of 1971 data shows median salary for male directors 30% higher than for women; library expenditures 30% higher under male directors; beginning professional salaries under male directors 6.5% higher.

"Personal statistics listed for federal libraries." Library Journal 97:383 Dec. 1, 1972
Summarizes comparative employment figures from Federal Library Committee newsletter.

"Boston women librarians tackle sexist attitudes and employment practices." Bay State Librarian 61:7 Dec. 1972
Concerns, activities and future plans described for local task force.

Garlick, M. "LAA salary survey, 1971-72: interim report." Australian Library Journal 21:498-502 Dec. 1972
Results include salary by sex, by qualifications and sex, and by experience and sex; survey conducted by Library Association of Australia.

Garrison, D. "The tender technicians: the feminization of public librarianship, 1876-1905." Journal of Social History 131-59 Winter 1972-73
Includes many references from 1800's and turn of century not included in this bibliography.

"Those library ladies." New Library World 74:5-6 Jan. 1973

Schuman, P. "Editorial." Library Journal 98:199 Jan. 15,1973
Introduces various articles on women's materials and concerns.

Sassé, M. "Invisible women: the children's librarian in America." Library Journal 98:213-17 Jan. 15, 1973
Lauds notable women leaders and founders of children's services; notes that dictionaires exclude women who are children's librarians, so that their accomplishments are undervalued and unrecognized.

Laura X. "Grow your own . . . . Women's History Research Center." Library Journal 98:231-34 Jan. 15,1973
Pleas for librarians to support activities of unique library collection.

Alvarez, R.S. "Profile of public library chiefs; a serious survey with some comic relief." Wilson Library Bulletin 47:578-83 Mar. 1973
This survey of largest public libraries yields a few statistics about women directors; shows movement towards male appointments.

Corwin, M.A. "An Investigation of Female Leadership in State Library Organizations and Local Library Associations, 1876-1923."
Master's thesis, University of Chicago Graduate Library School,1973, 89 pp.

"Special series - female librarians." Tashokan Zasshi 67:76-90 Mar. 1973
Japanese articles on problems, work and life of female librarians, female librarians from viewpoint of males and female librarians in the United States and Canada.

Cass, F.M.B. "W(h)ither a female profession?" Australian Library Journal 22:49-55 Mar. 1973
Urges changes in education to help women get training in mathematics for increased use of data-processing in libraries. Commentary on article by others in Mar., May, and June 1973 issues.

Clubb, B., and Yaffe, P. "Try it, you'll like it." Canadian Library Journal 30:96-100 Mar. - Apr.1973
Urges women to realize family and career can coexist.

"Management: by communication, by objectives, by women." IPLO Quarterly (Institute of Professional Librarians of Ontario) 14:113-134 Apr. 1973
Special issue includes paper. "Woman-her place in the profession" by M. Beckman.

"SRRT Task Force on Women serves as job clearinghouse." Library Journal 98:1673 Apr.1, 1973
Announces roster for women interested in administrative and specialist positions in libraries.

DeFichy, W. "Affirmative action: equal opportunity for women in library management." College and Research Libraries 34:195-201 May 1973
Outlines steps for determining status, assessing policies affecting hiring, parental leave and promotion, and strategies to attain managerial positions.

Wheeler, H.R. "Placement services in accredited library schools." May 1973
ERIC Document number: ED 078 847 L.I004382 May 1973
Surveys practices in posting job notices, handling dossiers, word-of-mouth advertising, and discriminatory actions.

Frarey, C., and Learmont, C.L. "Placements and salaries, 1972: we hold our own." Library Journal 98:1880-86 June 15, 1973
This annual review includes data on salary diffentials between men and women graduates.

Cheda, S. "That special little mechanism." In Canadian Library Association. Conference, 1973, Sockville,N.B. Proceedings, p.106-15. CLA, 1973.
Outlines myths and barriers women face in the profession as well as suggestions for actions to overcome masculine mystique, which is a device that prevents women from full participation in the library world.

U. S. Bureau of the Census. Census of the population: 1970. Subject Reports-Final Report PC (2) - 7A Occupational characteristics. GPO, June 1973
Gives median earnings, weeks worked, school years completed, age for men and women librarians from 1970 census (Table 1)

Taylor.M.R. "External Mobility and Professional Involvement in Librarianship: A Study of the Careers of Librarians Graduating from Accredited Library Schools in 1955." Ph.D. thesis, Rutgers University, 1973
Findings show that the librarian who wants to move becomes involved in professional activities to further career; that immobile women are apt to earn less and are older - males earn higher salaries, have more formal education and move more readily from one state to another.

"Action on women's lib front: two suits in motion." Library Journal 78:2037 July, 1973
Outlines Helen Wheeler's filed charge of discrimination on basis of sex; mentions NOW efforts to suspend tax-free status of universities and foundations until discrimination is ended.

"Salary statistics: university and library reports." Library Journal 78:2226 Aug. 1973
Shows rank and salary of women concentrated in lower ranks; widest gap between men and women at university level, but this narrows at two-year colleges.

Lee, D.L., and Hall, J.E. "Female library science students and the occupational stereotype: fact or fiction?" College and Research Libraries 34:265-267 Sept. 1973
Compares group of library school women with general college student norms; both rank similarly in personality.

"SRRT Task Force reports on women's job roster." Library Journal 98:2502 Sept. 15,19
Shows most requests for women employees come from academic libraries; many younger women are interested in administrative positions.

"Women's issue." New Library World 74 Oct. 1973
Includes articles from women making a contribution to the profession and also trying to deal with questions which relate to women. Pat Ward compares 1963 United Kingdom statistics for women librarians with 1972 statistics.

Tarr, S.A. "The status of women in academic libraries." North Carolina Libraries 31:22-32 Fall 1973
Surveys factual information in library literature as well as general studies of academic faculty members and myths regarding women workers.

"Draft - ALA equal opportunity policy." American Libraries 4:560-61 Oct. 1973
Gives statement which ALA Council later approved in Jan. 1974 (with minor changes) to involve association in promoting employment equity.

Gaver, M.V. "Women in publishing and librarianship." AB Bookman's Weekly 52:1819 ff. Nov. 26, 1973
Compares similarities in the two professions; urges women to qualify themselves for top jobs with administrative background and PH.D's; urges women at the top to find ways to help other women.

"SLA Salary survey 1973." Special Libraries 64:594-628 Dec. 1973
Reports same sex bias as in 1970 survey; $12,900 mean annual salary for women only 75% of the $17,200 mean for men. Also reports correlations between age and sex and race and sex.

Tucker, S.A. Salary Survey of Colorado Librarians. Research paper - M.A. in Librarianship. Dec. 1973, 123 pp. (Available for $3.50 from Colorado Lib. Assoc., 2341 S. Josephine, Denver 80210)
Shows men as a group have more experience, education and mobility than women as a group; however, women who are equal in these aspects do not earn salaries equal to those of men.

Foster, A. "Female librarian: how far does she have to go and how will she get there?" Feliciter 19:16 Dec. 1, 1973
Reports briefly on IPLO workshop held in Toronto, Oct. 1973

Swanick,M.L.S. "Women and the profession." APLA Bulletin (Atlantic Provinces) 37:118-119 Winter 1973
Summarizes points raised by Sherrill Cheda's speech at the Canadian Library Association.

"RI Women in Libraries form chapter of ALA SRRT." RILA Bulletin 46 no. 2 Jan. 1974

Carpenter, R.L., and Shearer, K.D. "Sex and salary update." Library Journal 99:101-107 Jan. 15, 1974
Shows continuation of differences in salary by sex in public libraries; that male directors earn 30% more than female; that per capita support and beginning professionals' salaries are better under male directors.

"Ontario college librarians seek faculty benefits." Library Journal 99:95-96 Jan. 15, 1974
Charges teaching faculty receive larger salaries and higher benefits because predominately male; reports that librarians (predominately female group) file class-action complaint.

Gerhardt, L.N. "Of times, changes, and votes." Library Journal 99:165 Jan. 15, 1974; School Library Journal 99:5 Jan. 1974
Editorial comments on changes in women's library-leadership positions between 1920's and 1970's; claims that motives behind desire to change image in 1950's and 1960's were never analyzed and that the denigration of the founders of modern librarianship short-changed the opportunities of women in field.

Heide, W.S. "On women, men, children,and librarians." Library Journal 99:177-181 Jan. 15,1974; School Library Journal 99:17-21 Jan. 1974
Outlines career concerns of women and social pressures affecting library service.

Josephine, Helen. "Serving the unserved majority: the women's resource librarian." Library Journal 99:188-89 Jan. 15, 1974; School Library Journal 99.28-29 Jan. 1974
Discusses projects of Women's History Library and ways local librarians can provide information for and about women.

"Connecticut SRRT Task Force: women's info. explosion." Library Journal 99:724 Mar. 15, 1974
Rundown of activities of new group called Connecticut Women in Libraries.

Corwin, M.A. "Investigation of female leadership in regional, state and local library associations, 1876-1923." Library Quarterly 44:133-44 Apr. 1974
Data indicate women made up 31 percent of national library association officers 1890-1923. Shows women more active in leadership roles on state and local levels.

Phelps, L. "Is there equal opportunity for women in public library management?" W.Va. Libraries 27:10-12 Spring 1974
Attempts to make readers aware of discriminatory practices; cites some comments from Allie Beth Martin and Lillian Bradshaw regarding moving into managerial positions.

"By, for, about women" New York Library Association Bulletin 22: 3 March 1974
Description of the ALA-SRRT Women's Task Force preconference at Rutgers.

Huish, L. "The convention of sexism." Booklegger 1:49-53 Mar-June 1974
Reactions given to CLA conference on the effective woman executive.

Grimm, J.W. and Stern, R.N. "Sex roles and internal labor market structures: the 'female' semi-professions." Social problems 21:690-705 June 1974
Research on men employed in "female" semi professions (nurses/librarians/ social workers/teachers)

"San Diego librarians protest 'sex' inequities". Library Journal 99:1507 June 1, 1974 and 99:1892 Aug. 1974
Charges both male and female librarians paid less than professionals in "male" occupations, despite disparities in qualifications.

Bayefsky, E. "Women and the status of part-time work; a review and annotated bibliography." Ontario Library Review 58:124-41 June 1974

Cheda, S. "Women in the library profession." Emergency Librarian 1:27-32 June/Aug. 1974 Bibliography.

"The library as a feminist resource." Bay State Librarian 63:13 July, 1974
Summarizes MLA program sponsored by Boston Area women in libraries group and offers ideas regarding programming on women's issues.

Frarey, C.J. and Learmont, C.I., Library Journal 99: 1797-1779 July 1974
Reviews 1973 recent graduate placements and salaries, including comparison of those of men and women graduates.

"EEOC finds sex bias at LSU; rules in Wheeler's favor." Library Journal 99: 1892 August 1974
Reviews case of Helen Wheeler who charged LSU with disparate treatment of sexes and wage differentials.

"SRRT women's job roster replaced by bulletin." Library Journal 99: 1892 Aug. 1974.
Notes job listings instead of resume screening service.

Hiebing, D. "Women in a woman's profession; a unique pre-conference." Mountain Plains Assoc. Quarterly 19: 22-23 Summer 1974
Gives viewpoint of one attendee at Task Force on Women's pre-conference.

"Wage disparity; sex bias is the primary cause." Feliciter 20:1 Aug. 1974.
Cites case of Ontario Community College librarians who earn as much as $5000 less than teachers and counselors.

Horn, Z. "California library association conference revisited: myths about women managers and libraries as businesses." Wilson Library Bulletin 49:40 - 2 Sept. 1974
Discusses sexist attitudes in library management.

Schlachter, G. and Thomison, D. "The library science doctorate: a quantitative analysis of dissertations and recipients." Journal of Education for Librarianship 15: 95 - 111 Fall 1974
Production of female doctorates accelerated in 1970's; however, their proportion of total doctoral degreesgranted remained constant. No significant relationship existed between sex and type of degree received or research method employed.

"SSRT publication for women" American Libraries 5: 434-35 Sept 1974
Announces change in job roster for women with intention to get listings of above beginning level affirmative action oriented positions directly to interested women.

"Women have their day at Canadian LA," Wilson Library Bulletin 48:77-78 Sept. 1974
Summarizes Women's Day program at 1974 conference.

Libraries in the Southeast: preliminary findings of the Southeastern States Cooperative Library Survey. Georgia Institute of Technology, Sept 1974.
Data given for number and percent of progessional personnel by type of position and sex as well as by sex and salary range. Fewer than 3 percent of women earned over $16,000 while 20 percent of men exceeded this.

Broderick, D. "Getting it together." Emergency Librarian 2:25 -27 Oct. 1974
Reviews discussions at SRRT Task Force on Women 1974 pre-conference.

"Annual conference: Business as usual in New York" American Libraries 5: 473-475 October 1974.
Report of annual ALA conference meeting including resolutions on affirmative action, sexist language in ALA publications.

Klement, S. "Feminism and professionalism in librarianship: an interview with Sherril Cheda." Canadian Library Journal 31:520-4 Dec. 1974

Holmstrom E.I. and Holmstrom R.W. "The plight of the woman doctoral student." American Education Research Journal 11:1-18 Winter 1974
Data from 1969 study show women received discriminatory treatment in doctoral programs, although women in education and library science found more favorable climates than other academic areas.

Feldman, S.D. Escape from the Doll's House: women in graduate and professional school education. New York, McGraw-Hill, 1974
Examines which academic disciplines are viewed as masculine or feminine; includes attitudes and perceptions of faculty and graduate students towards library science.

Schiller, A.R. "Women in librarianship." In Voight, M.J., ed. Advances in Librarianship v.4: 103-147. New York. Academic Press. 1974
A definitive chapter with extensive bibliography describing historical background and current scene regarding status of women librarians, librarianship as a women's occupation, and characteristics and careers.

Blake, F. Address given at CLA women's programme, 1974 In Canadian Library Association Conference, 1974, Winnipeg, Manitoba, Proceedings. CLA 1974, p. 146-152
Calls for documenting instances of discrimination, publicizing action taken, and organizing.

Tazawa, Y. "Female library staffs - an opinion from the opposite sex." Librarians for Social Change 5:9-12, 1974
Summarizes status of Japanese women librarians reported in Mar 1973 Tosh Zass; 1 in 15 women can expect to be promoted to responsible positions.

Holcomb, M. "Semiannual report on the LC Federal women's program." Lib. Congress Information Bulletin 34: A-25 - 30 Jan.17, 1975.
Analyzes statistics on status of women in Library of Congress and outlines FWPC program activities in 1974.

Wahba, S. "job satisfaction of librarians; a comparison between men and women." College and Research Libraries 36: 45-51 Jan. 1975
Shows men and women attached same importance to security, social, and self-esteem needs; women regarded self-actualization and autonomy needs as having lower importance.

Freedwoman, J. "Staying alive." Booklegger 2: 509 Jan/Feb. 1975.
Describes Boston Area Women in Libraries group, as well as personal account of creating change in work environment.

Schuman, P. "Cutting the marshmallow," School Library Journal 21:31 Jan. 1975
Calls for feminist caucus independent of ALA.

Cassell, K. "The concerns of women." New York Library Association Bulletin 23: 6 Feb 1975
Announces an ad hoc NYLA committee on the concerns of women in the library profession.

"Speaking softly, carrying a big agenda; highlights of the ALA Midwinter Meeting 1975." American Libraries 6: 154-56 Mar. 1975.
Notes on action and activities of SRRT Women's Task Force, passage of sexist terminology resolution, proposal for formation of a feminist caucus.

"Celebrating the year of the woman: Melvil's Rib symposium" American Libraries 6: 249 Apr. 1975
Announces the publication of articles from a symposium at Rutgers University on the hiring and status of women in librarianship.

"MLA Mid-winter conference." Bay State Librarian 64: 8-9 Apr. 1975
Summarizes featured speaker at Massachusetts Library Association; Dr. Gail Parker of Bennington College analyzed some of causes and impact of feminization on the profession.

Feinberg, R. and Cassel, K. "No more li'l - ole - me librarians." New York Library Association Bulletin 23: 1, 6 May 1975
Presents the previous options for women in librarianship, nature of changes needed, plans for International Women's Year.

"Every women's day." American Libraries 6: 299 May 1975
Announces SRRT Task Force on Women all-day program for women at San Francisco conference.

Millar, R. "Library School: only singles need apply." Canadian Library Journal 32:221-23 June 1975
Deplores physical inaccessibility to library schools which sets obstacles for wives and mothers to enter profession.

"Women in unions." American Libraries 6: 349 June 1975
Announcement of ALA conference meeting about women in the labor movement, particularly in public and academic libraries.

"Why Dewey really left Columbia." American Libraries 6: 335 June 1975.
Letter commenting on Anita Schiller article on the history of women in librarianship. Refers to Mr. Dewey as a "lady's man."

U.S. Bureau of Labor Statistics. Library Manpower-A study of demand and supply. Washington, D.C. : Government Printing Office, 1975 (Bulletin 1852, $1.75)
Analyzes present and projected supply and demand of librarians 1970-85: includes some statistics on employment by sex.

Myers, M. and Scarborough, M. Women in Librarianship: Melvil's Rib Symposium. New Brunswick, NJ Rutgers Grad. School Library Service, 1975
Four papers including one on background and status by A. Schiller and one on sociological, psychological aspects by C. Sherif

Women in a woman's profession: Strategies. New York, 1975 (Available from B.C. Sellen, Brooklyn College Library, N.Y. 11210 for $3.50)
Proceedings of the SRRT Task Force on Women 1974 pre-conference include papers, discussions, individual reactions, photos.

Rhodes, L.G. "A Critical Analysis of the Career Backgrounds of Selected Black Female Librarians." Ph.D. thesis, Florida State University, in progress.
Uses of oral history technique to investigate backgrounds and careers of 15 top administrators and barriers they faced.

Wahba, S. "Difference between career pay of women and men: a longitudinal study of librarians and teachers pay." (Contact author at Baruch Graduate Center, 257 Park Ave. So. New York, NY 10010)

NEWSLETTERS:
ALA Social Responsibilities Round Table Newsletter (Available from Sherrie Bergman Friedman, SRRT Clearinghouse, P.O. Box 330. Bristol, R.I. 02809 $5 - ALA member, $3 - non- ALA member. $20-institutions) Includes news of task force on women's activities along with other SRRT actions.

ALA SRRT Task Force on Women. Women in Libraries (Kay Cassell, 150 E. 30th St. Apt. 1F New York NY 10016)
Besides task force activities, includes information on women's materials, job roster, pertinent legislation and women's movement in general.

Booklegger (Bimonthly for $8/yr. Booklegger press, 555 29th St. San Francisco, CA 94131)
Issues have included information on women's resources.

Emergency Librarian . Vol. 1 - 1973 (Six issues a year from Barbara Clubb. 697 Wellington Crescent. Winnepeg, Manitoba R3M 0A7, Canada; $5 Canada individual., $7 American individual subscription.)
Recent issues have included news on women in Canada, discrimination cases, subject headings on women, research activities, Toronto Library School women students, etc.

Connecticut Women in Libraries (Available from Gretchen Hammerstein, SRRT/CWIL, Groton Public Library, Groton, CT.)
Mostly activity reports of state group, but some general information on women's materials, etc.

Originally compiled November 1970 by the Women's Liberation Task Force of the Philadelphia Social Responsibilities Round Table; Connie Allstetter, Ona Besses, Marian Figlio, Peggy Kelly, Joyce Post, Pamela Thaxter, Joann Volovski.

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